



## Announcement of the College of Management, University of Phayao

Policy of not giving and accepting gifts from The College of Management of duties  
(No Gift Policy) Fiscal year 2025

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The College of Management at the University of Phayao recognizes the importance of anti-corruption and misconduct following the Thai government and the University of Phayao policies by specifying measures to promote morality and quality transparency. To achieve the goals of the master plan under the National Strategy 2023–2037, revised edition, and reduce the risk of corruption in the performance of duties, developing an efficient and effective human resource and organizational management system follows the principles of good governance, strengthening organizational culture, and creating a good consciousness of administrators and personnel towards service recipients both internally and externally.

The College of Management, University of Phayao, would like to announce the intention of the policy (No Gift Policy), "Policy of not giving and accepting gifts from The College of Management of duties (No Gift Policy) Fiscal year 2025, that all administrators and personnel of the College of Management will not accept gifts and all kinds of gifts while performing duties that will result in corruption and misconduct, with the regulation as follows:

1. Do not find, accept bribes, or give gifts or compensation for performing duties to avoid actions that may affect judgment or decision-making. This can lead to discrimination, conflicts of interest, corruption, and misconduct in work performance.
2. Do not cooperate, support, or conspire in requesting or receiving gifts, whether gifts or other benefits, from a person involved in or interested in performing duties. This leads to discrimination, conflicts of interest, corruption, and misconduct in work performance.
3. All administrators and personnel are committed to operating honestly, fairly, and equally. Moreover, we also thoroughly disseminate the policy mentioned to outsiders. In addition, the organization is an excellent example of performing our duties, following professional ethics and the University of Phayao Code of Ethics and taking responsibility towards the community, society, and country to create tangible value and a strong organizational culture.

This announcement acknowledges strict adherence.

Announce as of January 9, 2025

(Associate Professor Dr. Ruksit Suttipong)  
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